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September 30, 2013

Dear Colleagues,

As part of RIT's continued commitment to provide market competitive salaries for our faculty and staff, I have asked the Human Resources Department to conduct a comprehensive market review for all positions within RIT. Both Provost Haefner and I have stated our goal is to achieve and maintain salaries that on average pay at the 50<sup>th</sup> percentile of our peer institutions for faculty positions and at the 50<sup>th</sup> percentile of the external labor market for staff positions.

I am happy to report that based on the analysis of data (primarily provided by the College and University Professional Association - CUPA), on average, RIT is paying at the 50<sup>th</sup> percentile in both faculty and staff positions. We do have opportunities, however, to advance individual salaries that are below the 50<sup>th</sup> percentile towards this target. We have therefore committed a modest amount of funding to advance the movement of faculty and staff salaries toward more competitive pay positions. A number of factors were considered in the final determination of individual pay adjustments including performance, market position of current pay (compa-ratio), and time in rank/position. Based on these factors and the available budget dollars, not everyone with a current gap to market will receive a pay increase. In addition, due to the sequestration cuts earlier this year and the federal budget situation remaining unsettled, NTID will not be participating at the present time in this process.

Faculty and staff who will receive a pay increase as a result of this process will be sent a confidential letter to their home this week, highlighting their new salary. The changes will be reflected in their first pay statement in October.

We will continue to examine, on an annual basis, faculty and staff salaries in terms of their overall relationship to the 50<sup>th</sup> percentile of the market as well as individual salaries as they relate to the 50<sup>th</sup> percentile. Please note there are Frequently Asked Questions (and answers) on this topic attached to this note and posted on the HR website.

Thank you for your continued contributions to RIT's success.

Bill Destler  
President